

Command Inspection nets favorable results

by Joan Mier

Albuquerque District had its Command Inspection May 21 – 23 and passed with flying colors. Brig. Gen.

Peter Madsen conducted an out briefing and his final Town Hall Meeting with employees as SPD Commander.

“We had good results and you should all be proud of them,” Madsen told District employees. “The Command Inspection is an important tool for me to understand what you’re doing in your organization.”

The Command Inspection focused on six areas of regional significance: Training, recruitment, EEO capability and compliance, quality management, engineering capability (civil works) and contracting capability.

Madsen told District employees that additional training and resources were needed to more fully use Individual Development Plans (IDP’s) for career planning and development. He said it was found that most District employees do have IDP’s and complimented the job the District was doing with computer training through New Horizons. He suggested expanding our view of technical training to include cross-training and more training options for lower-graded employees. Other inspection team suggestions included providing training on IDP’s to supervisors, employees and training coordinators and reviewing the five-year concept as applicable to IDP’s.

Regarding recruitment, Madsen said the team had focused on processing time of recruitment actions and on identifying obstacles to the process. The average number of days a referral list is held by SPD managers is 28.6, higher than the Department of



Photo by Derrick Johnson

Brig. Gen. Peter Madsen, then Commander of the South Pacific Division, talks to District employees about the Command Inspection.

Army average. Some impediments cited to the recruitment process were a lack of access to the RESUMIX vocabulary, a confusing intern recruitment process, and the ineffectiveness of Open Continuous job announcements. In addition, there is currently no SPD-wide web site for employment vacancies and not enough job advertising to attract quality candidates. Recommendations made included improving manager and client access to the skill words used in the RESUMIX system, increased participation in job fairs and college recruiting and to develop a recruitment advertising strategy.

The District has also been successful in providing EEO leadership. Clients interviewed reported positive results and felt they had been dealt with fairly, Madsen said. He also cited the District’s exceptional WEB-based POSH (Prevention Of Sexual Harassment) training and excellent interfacing with stakeholders and advisors in the complaint process. The inspection team recommended additional training for the EEO staff.

In the area of Quality Management, the inspection team recommended improvements in understanding the Project

Management Plan (PMP) process and its uses; understanding of the Quality Control Processes; increased capturing and use of lessons learned, increased use of regional assets, and an increased knowledge of and appreciation for District Support Teams (DSTs).

Many successes were found in the area of engineering capability. The District’s Cost Engineering Branch is successfully using 8(a) and IDIQ (Indefinite Delivery Indefinite Quantity) contracts as powerful tools to achieve top-quality and timely services. Water management was cited as another plus, with Reservoir Control being identified as a plus in both quantity and quality. The inspection team also found the District has an excellent dam inspection periodic schedule, as well as dam safety exercises and dam safety training. In addition, Madsen said the District had an excellent Professional Engineering program. More personnel in Geotechnical and Hydraulics and Hydrology Branch were cited as areas to improve.

Contracting capability in the District was given high marks in all focus areas – small business, acquisition planning, career management, pre-award administration and post-award administration. Some recommendations made were to hold Advance Acquisition Planning Board meetings and to submit findings to the Regional Management Board and to develop a procedure to monitor the submission of subcontracting reports.○